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10-21-2013

# Faculty Senate Bill FSB-2013-10-21-03: Domestic Partners Benefits

Armstrong Atlantic State University

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Armstrong Atlantic State University, "Faculty Senate Bill FSB-2013-10-21-03: Domestic Partners Benefits" (2013). *Armstrong Faculty Senate Bills, Motions and Resolutions*. 86.  
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**Armstrong Atlantic State University**  
**Faculty Senate Bill FSB-2013-10-21-03:**  
**Domestic Partners Benefits**

**Presidential Action**

Delivered:

Signature:   ZH   Date:   11/23/13  

Approve:       

Disapprove:   ✓  

Remand:       

Comments: (please attach an additional sheet if necessary)

*Please see attached.*

Signature:   Linda Bleicken   Date:   11/18/13    
Dr. Linda M. Bleicken, President  
Armstrong Atlantic State University

Submitted October 15, 2013 by Faculty Welfare Committee

Domestic Partners Benefits Bill (Version IV)

Whereas Armstrong Atlantic State University embraces the values of inclusion and diversity: "we value and respect an environment of mutual trust and collegiality that builds an inclusive as well as a diverse community"<sup>1</sup>, and

Whereas the administration of Armstrong recently highlighted the importance of the value of diversity during the Convocation of Fall 2013, and

Whereas the University System of Georgia Faculty Council resolved on February 25<sup>th</sup>, 2012 that, "In the interest of equity and in order to attract and retain all of the best qualified faculty and staff, the USGFC recommends that university system benefits be extended to domestic partners,"<sup>2</sup> and

Whereas as of January 1, 2014 all colleges and universities of the University System of Georgia will extend voluntary benefits such as vision, dental, and optional additional life insurance to domestic partners of employees who are benefits eligible<sup>3</sup> and recently (February 15, 2013) the University of Georgia Council approved the Proposal for Implementation of Full Domestic Partner Benefits <sup>4,5</sup>, and

Whereas full medical benefits are still not extended to domestic partners of employees of colleges and universities of the University System of Georgia because current State of Georgia law and policy prevent the use of state funds for persons not recognized as dependents,

The Faculty Senate requests that Armstrong Atlantic State University petitions to the University System of Georgia to allow institutional policy to include that corresponding employee portions be paid with foundation funds.

<sup>1</sup>Armstrong Atlantic State University Catalog 2013-2014. Retrieved from:  
[http://www.armstrong.edu/images/academic\\_affairs/current\\_undergraduate\\_catalog.pdf](http://www.armstrong.edu/images/academic_affairs/current_undergraduate_catalog.pdf)

<sup>2</sup>University System of Georgia Faculty Council Meeting, February 25, 2012. Retrieved from:  
[http://www.usg.edu/faculty\\_council/documents/resolutions/USGFC\\_Resolutions\\_-\\_Feb\\_25.pdf](http://www.usg.edu/faculty_council/documents/resolutions/USGFC_Resolutions_-_Feb_25.pdf)

<sup>3</sup>University of Georgia, Proposal for Implementation of Full Domestic Partner Benefits August 2012, Retrieved from: <https://apps.reg.uga.edu/UniversityCouncil/publicCommitteeMeeting/showAgenda/105>

<sup>4</sup>UGA Council Approves domestic partner benefits for employees, The Red and Black. Retrieved from:  
[http://m.redandblack.com/news/uga-council-approves-domestic-partner-benefits-for-employees/article\\_726d9efa-08e5-11e2-b0b5-001a4bcf6878.html?mode=jgm](http://m.redandblack.com/news/uga-council-approves-domestic-partner-benefits-for-employees/article_726d9efa-08e5-11e2-b0b5-001a4bcf6878.html?mode=jgm)

<sup>5</sup>UGA committee approves domestic partner benefits. The GA Voice. Retrieved from:  
<http://www.thegavoice.com/news/georgia-news/5200-uga-committee-approves-domestic-partner-benefits-next-vote-set-for-sept-27>

**FSB-2013-10-21-03****Domestic Partner Benefits**

This bill cannot be approved at this time, because this issue requires further research, discussion, and deliberation. While the University of Georgia Council has recommended to the university's last two presidents that Foundation funds be used to support benefits to domestic partners, in June 2013 the UGA Foundation decided that doing so was not consistent with the foundation's mission.<sup>1</sup> Approval of this Senate Bill would be inappropriate at this time for the following reasons:

1. The Armstrong Foundation Board would need to be consulted and its support obtained prior to petitioning the University System of Georgia to allow foundation funds to be used for this purpose.
2. No estimate of costs has been prepared. Without such an estimate, it is impossible to determine whether it is even possible for foundation funds to support those costs.
3. If foundation funds were to be used for this purpose, there are likely significant donor implications. Donors whose contributions might be used to fund such an expense would need to be consulted before such a proposal could go forward.

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<sup>1</sup> <http://www.ajc.com/news/news/state-regional-govt-politics/ugs-foundation-wont-help-with-domestic-partner-ben/nYTDX/>